

To: All Managers

From: The MAC Executive Board

Subject: Meeting with: Pam Law, Deputy Secretary, OPM  
Alan Mazzola, Deputy Commissioner, DAS

On September 18, 2002 The MAC Executive Board represented by Vice Chair Joe Amend, Past Chair David Guay and Treasurer Gary Siegel met with Pam Law and Alan Mazzola to reestablish lines of communication and present some issues that State Managers have raised.

The first issue raised was that pertaining to suspension of COLA's for Managers and Confidentials. Pam Law stated that it was a last resort due to the severe fiscal condition that the Governor decided not to extend the cost of living adjustment to Managers and Confidentials for this fiscal year. She further reaffirmed the administrations directive that Managers and Confidentials will not be subject to across the board layoffs in order to meet the \$94,000,000 shortfall in the budget. The only exception to this directive would allow individual agencies to include Managers and Confidentials in any budget reduction plan whereby an entire program was to be eliminated and Managers and Confidentials were a part of that program.

The discussion then included Manager's concerns around further salary compression created by not getting their adjustment and the fact that some bargaining unit's salary plans that now have 10 steps.

It was also pointed out by the MAC Executive board that in some cases our retirement plans are being negatively affected.

Joe Amend indicated that a survey has been completed by managers that encompasses compensation and performance measurement issues.

Both Pam Law and Alan Mazzola where interested in obtaining more specific information on the issues raised. The MAC Executive Board will furnish examples as soon as possible and present them at the next meeting.

The MAC Executive Board wishes to thank both Pam Law and Alan Mazzola for agreeing to reestablish the lines of communication between the Administrations and its Managers. It is hoped that by working together we can help rectify the issues raised the Managers.